

служебной деятельности. Результаты аттестации должны включать в себя не только вынесение решения комиссии о соответствии или несоответствии замещаемой должности, а предписания государственному гражданскому служащему, как улучшить свои показатели, например, о необходимости прохождения дополнительных обучающих курсов или предложения о переводе в другой отдел. Для этого целесообразно рассмотреть способы такой оценки в странах Запада и установить, какие из них можно использовать в нашей Республике.

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POVERTY ELIMINATION POLICIES FOR OLD-AGED

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Since the current poverty trend reflecting gender differences in old age poverty rate leads to such consequences as chronic disease, psychological stress, high share of mortality and morbidity among elderly [1], measures mitigating the effect of such a negative trend are required. To reach the effectiveness of the measures it is important to find out not only the nature of poverty among elderly females but also the underlying causes of it. In this sense, possible reasons of feminization of poverty in old age could be used as a basis for introduction of policy reforms. Regarding the fact that poverty is a burning issue today, which is to be important at the global level, poverty elimination policies should be under rigorous control of both National Governments and International Organizations. Therefore, in this article poverty reduction initiatives are regarded at the institutional level of decision-making process.

One of the most powerful international organizations aimed to fight poverty globally is the United Nations Development Program [2]. Operating in 170 states

and territories it supports countries' efforts towards elimination of poverty, as well as mitigation of inequality and social exclusion. Assisting local governments in development of national policies, programs, regional partnership and institutional framework, the UNDP contributes significantly to poverty-eradication process, equally distributing social benefits between women and men.

The Global Gender and Economic Policy Management Initiative (GEPMI) is a policy advisory services programme suggested by the UNDP to achieve the Millennium Development Goals via poverty reduction strategies aimed to decrease gender inequality and mitigate poverty [3]. The program consists of three interrelated components: a) a training course on Gender-Responsive Economic Policy Management provided public officials with a set of recommendations aimed to integrate gender and poverty factors at the middle-level of government planning; b) Country level advisory services aimed to meet the needs of individual countries with respect to the level of poverty, gender inequality and demographic aging; c) a Master's of Arts in Gender-Aware Economics is to bring up a new generation of economists who would be able to evaluate gender inequality, estimate its outcomes and select policy options in order to increase standard of living for poor elderly and single mothers. The GEPMI has already been successfully implemented in Africa, the Arab States, Asia and the Pacific.

At the national level an income of a retired person depends mainly on pension programs and social security schemes. Lloyd-Sherlock noticed that since the countries advanced in economic development they got more opportunities to generate universal, state-run welfare programs with a wide range of services as well as old age benefits based on principles of solidarity [1]. Engelhardt and Gruber proved the importance of Social Security Programs in reduction of poverty rates in the United States, examining recent changes in Social Security benefits and their effect on poverty trend [4]. Smeeding and Sandstrom see the aim of national poverty eliminating policy in establishment of retirement benefit systems providing older population with adequate standard of living [5].

Traditionally, poverty elimination policy is based on several income maintenance strategies, such as citizenship retirement (universal pensions), social retirement (social insurance) and social safety net (social assistance) [5, p. 5]. The first strategy is normally to be created for payments of universal flat rate benefits. The second strategy is to be based mainly on earnings histories, which means that benefits are paid with respect to individual's income history: the lower lifetime income stream he has, the more accurately benefits will be selected and paid. Sometimes different elements of universal pension system and social insurance schemes are to be used in countries' policy. Individual earnings are to be usually regarded in social retirement schemes, as well as benefit package for those who did not succeed in career and was not able to accumulate enough savings for retirement age. In many countries citizenship and/or social retirement schemes sometimes are to be considered as the main source of income for elderly people.

Lloyd-Sherlock also emphasizes health care needs of elderly people [1]. According to the author, the older person is, the more health care services he/she demands, so there is a particular relationship between age and health that becomes more evident through the national aging. In this sense, effective health-care policies are needed for old age groups of people, where health care services are provided to separate sectors on individual level. That means that older people should have individual separate pension programs, social security schemes and health care policy.

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ВОЗМОЖНОСТИ ПО МОДИФИКАЦИИ ПРИКЛАДНЫХ РЕШЕНИЙ ДЛЯ МУНИЦИПАЛЬНЫХ УЧРЕЖДЕНИЙ НА БАЗЕ ПЛАТФОРМЫ 1С

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В условиях становления законодательной базы для муниципальных учреждений очень остро стоит вопрос их автоматизации, а также переход на новые стандарты в изменившихся условиях. Эффективным средством, позволяющим проводить достаточно просто модификацию и конфигурирование информационных систем управления, является на данный момент технология, реализованная на базе платформы 1С: Предприятие.